

EXHIBIT A

NC-6-5-07

From: Nick Cortez
Sent: Tuesday, May 22, 2007 12:27 PM
To: Matt Nichols
Subject: FW:

FYI- will discuss when I return. nick

Nick Cortez
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From: Michael McGrath [mailto:mcgrath.m@sbcglobal.net]
Sent: Tuesday, May 22, 2007 11:45 AM
To: Nick Cortez
Subject: RE:

Nick:

Thought it would easier to see in writing what we would be talking about for us to consider a move.
Thanks again for dinner; we both had a good time.

As mentioned earlier we are set and comfortable for a min of 5-6 years based on acquisition of Bysis and overall plan for JC Flowers. Our main point besides salary is a commitment for 6 years. Based on our revenue projections for this year and next we would need the following:

6 Year Deal

Mike-Redacted min

Cyndi-Redacted min

Sign on Bonus-Redacted (combined) of which-Redacted is my deferred compensation plan and shares of JC Flowers. We would also like to see the compensation plan as the above mentioned salaries are minimum (we fully expect to hit our bonus plan.)

****also have the usual parking, gas, and club dues (Golf) picked up on expense account. ****

Does not make sense for us to move anywhere if the years and salaries are not guaranteed.

Couple of thoughts on paper.....

Regards,

Mike

12/4/2007

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25-06-08 05:45pm From: CURIALE DELLAVERSON, et al.

+415 834 0443

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Nick Cortez <NCORTEZI@allrisks.com> wrote:

Looking forward to dinner- would you let me know Cyndi's total comp numbers so that I can work them into the equation?

Thanks,
Nick

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From: Michael McGrath (mailto:mograth.m@sbcglobal.net)
Sent: Monday, May 07, 2007 2:52 PM
To: Nick Cortez
Subject:

Nick:

Good to go with Cyndi on the 16th at Cosmo's -fish.
Couple of items

Years-5 year firm/5 preferred(my own comfort)

If bought out I can cash out (paid in full)

Deferred compensation(you have the amount and shares of current company**need to consider**

Not interested in taking a cut in pay. The latter amount suggested is min. on our conversation.

Some things to look forward too. If does not look good then no problem. Let me know so we are not sitting at the table by ourselves.

Need to look into Cyndi and guarantee for min of 3 yr. Salary plus bonus.

Otherwise will not be interested.

Michael McGrath

Executive Vice President
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12/4/2007

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